



# Developing competence standards for ESA occupations

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# ESA Standards & NVQs

## The need:

- Recruitment
- Criteria for outsourced work
- Accident avoidance
- No nationally recognised qualifications
- Common standards
- Benchmarking



# ESA Standards & NVQs

## NOS and NVQ – background:

- 1985 - concerns about UK skills base
  - UK falling behind competitors
  - Resistance to off-site learning
  - Loss of productivity
- 1987 - NVQ system introduced
  - Based on nationally accepted standards
  - Achievable in the workplace
  - Complements traditional qualifications
- 2005 - progress to date
  - NVQs in majority of occupations
  - Over 3 million NVQs achieved



# ESA Standards & NVQs

## NOS and NVQ – benefits to employers:

- Contributes to quality assurance
- Demonstrates investment in people
- Supports training design & delivery
- Management tools (eg job descriptions, appraisal ...)
- Alternative to course-based training and testing
- Minimal loss of productivity
- Competitive edge



# ESA Standards & NVQs

## NOS and NVQ – benefits to employees:

- Formal national recognition of professionalism
- Progressive individual accreditation
- Transferable skills
- Access to other qualifications & learning
- Personal development tools
- Workplace assessment



# ESA Standards & NVQs

## Key players :

- SSB for EMSO
- SSC
- Accrediting bodies
- Awarding body/ies
- Industry



# ESA Standards & NVQs

## SSB for EMSO:

- Role
- Representation
- Areas of interest
- Adjacent industries
- Funding
- Scope
- Industry support



# ESA Standards & NVQs

## Development process - requirements:

- Top level commitment
- Informed, authoritative participation by:
  - Management
  - practitioners
- Advice and resources ie:
  - Expertise
  - Funding
  - Other support





# ESA Standards & NVQs

## Finance and timelines:

- 2 years from start - finish
- Cash costs c.£200K
- Additional cost/value c.£500K



# ESA Standards & NVQs

## The future:

- Continuity and succession
- Review NOSs and NVQs
- Accreditation requirements changing



# ESA Standards & NVQs

Denise will explain the development process



# ESA Standards & NVQs

## Development process:

- Occupational mapping
- Functional mapping



# ESA Standards & NVQs

## NOS development:

- Scoping & planning meetings
- Initial 3-day workshop per key role
- One day editing workshop per key role
- Additional rationalization meetings



# ESA Standards & NVQs

## Validating NOS:

- Purpose
- Broader consultation
- Marketing
- Sites and methodology



# ESA Standards & NVQs

## NVQ development:

- Qualifications design – grouping of units
- Assessment strategy
- Evidence specification



# ESA Standards & NVQs

## The qualifications:

- Roles
- Levels
- Progression
- Sub-sectors





# ESA Standards & NVQs

## Lessons learned:

- The validation
- Maintaining momentum
- 2-tier representation
- Existing NOS units



# ESA Standards & NVQs

Any questions?

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